CSR program - 2022 data
Naturally committed to a sustainable world
A value-creating CSR program

Sustainable development at SILAB has been deeply rooted since the creation of the company. It was formalized in 2021 in a program called Actively Caring.

Actively Caring is based on 5 strategic pillars that illustrate its cross-functional commitment. With multi-year objectives and action plans, this program meets a willingness for continuous progress and is reflected in concrete initiatives.

**Strategy**
Fostering a sustainable growth dynamics

€68.5 M of sales
8% growth
20% of investments devoted to innovation
1/4 of the workforce works in Research
340 patents
3 new active ingredients
1 active ingredient with new efficacy data
2 innovation awards

Innovation - Growth - Adaptability

**People**
Promote professional fulfillment and quality of life at work

400+ employees
26 new hires
92% of permanent contracts
56% of women
44% of men
100% of the staff trained at least once per year

Involvement - Equality - Training - Health

**Sourcing**
Apply our Mastering natural program with respect for people & planet

100% of active ingredients are natural or derived from natural materials
62% of NRM* traced back to the plot or collection area
1 team dedicated to the authentication of NRM*
1 ethical and responsible sourcing system

Traceability - Quality - Biodiversity - Ethics

*NRM: natural raw materials
Environment
Limit the environmental impact

- 100% of waste recycled or recovered from energy
- €700 k invested in in-house carbon fund
- -50% water
- -10% energy
- -15% carbon impact

Water - Energy - Waste - Carbon - Continuous management

Communities
Create value through sharing experience

- €60 000 donated by the SILAB - Jean PAUFIQUE Corporate Foundation to support young researchers
- €66 000 donated to associations and institutions
- 7+ involvements in professional organizations
- 25 local associations supported

Research - Cosmetic industry - Territory

A recognized strategy

A website dedicated to Actively Caring!

Scan the QR code, find out more about our CSR program and our sustainable initiatives carried out by all our employees!
SILAB is an independent and innovation-based company, pioneer in the field of research and industrialization of natural active ingredients since its creation in 1984. Its objective is to sublimate Nature through scientific and technological innovation for the beauty and health of the skin. All of its active ingredients are derived from its own research and manufactured in its single site.

In accordance with its founding values - **Independence, Excellence, Quality** - SILAB works in a societal approach devoted to both humankind and respect of the planet.

---

SILAB, a sustainable company

Z.I. de la Nau - 19240 Saint-Viance - France
Phone: +33 (0)5 55 84 58 40 - e-mail: silab@silab.fr --- www.silab.fr